



Student Leadership Practices Inventory® 360

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Group Assessment Report

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Group Summary by Leadership Practice

This page displays the average Self and Observer responses for all individuals participating in this group. The AVG column shows the averages of each type of Observer responses for each of The Five Practices. Responses can range from 6 to 30. The STD DEV measures the distribution of scores around the mean (average score). The standard deviation is a measure of how spread out the responses are on your group's combined Student LPI 360 report. A low standard deviation indicates that observers gave similar responses to the items on the Student LPI 360; a high standard deviation indicates that observers' responses varied quite a bit.

| | | AVG | STD DEV |
|---|---------------|------|---------|
|  Model the Way | Self | 18.3 | 8.8 |
| | All Observers | 19.3 | 10.4 |
|  Inspire a Shared Vision | Self | 18.6 | 8.6 |
| | All Observers | 19.3 | 10.5 |
|  Challenge the Process | Self | 18.4 | 8.4 |
| | All Observers | 19.2 | 10.7 |
|  Enable Others to Act | Self | 18.4 | 8.2 |
| | All Observers | 19.3 | 10.9 |
|  Encourage the Heart | Self | 19.1 | 8.9 |
| | All Observers | 19.1 | 10.6 |

ALL OBSERVERS SURVEYS TALLIED: 31 | SELF SURVEYS TALLIED: 7

AVG—Average of all Observer Responses

STD DEV—Standard Deviation

Group Leadership Behaviors Ranking

The following page shows the ranking, from most frequent to least frequent, of all 30 leadership behaviors based on the average of your group's Observers' responses. Horizontal lines separate the 10 most and the 10 least frequent behaviors from the middle 10. The response scale runs from 1-Rarely or Seldom to 5-Very Frequently.

| | LEADERSHIP PRACTICE | SELF | OBSERVERS' AVERAGE |
|---|---------------------|------|--------------------|
| 22. Paints "big picture" of group aspirations | Inspire | 2 | 3.8 * |
| 1. Sets personal example | Model | 5 | 4.7 |

The average Self responses of the group

Student LPI behavior # and statement

Indicates the behavior is related to the Practice of Inspire a Shared Vision

Asterisk indicates difference between Observer's and Self rating was greater than 1.5

Indicates the behavior is related to the Practice of Model the Way

| RESPONSE SCALE | 1-Rarely or Seldom | 2-Once in a While | 3-Sometimes | 4-Often | 5-Very Frequently |
|----------------|--------------------|-------------------|-------------|---------|-------------------|
|----------------|--------------------|-------------------|-------------|---------|-------------------|

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| MOST FREQUENT | LEADERSHIP PRACTICE | OBSERVERS' SELF AVERAGE | |
|---|---------------------|-------------------------|-----|
| 1. Sets personal example | Model | 2.7 | 3.6 |
| 2. Looks ahead and communicates future | Inspire | 3.0 | 3.5 |
| 4. Fosters cooperative relationships | Enable | 3.1 | 3.4 |
| 3. Develops skills and abilities | Challenge | 2.9 | 3.4 |
| 24. Gives others freedom and choice | Enable | 2.9 | 3.4 |
| 14. Treats people with respect | Enable | 3.4 | 3.3 |
| 28. Takes initiative in experimenting | Challenge | 3.3 | 3.3 |
| 23. Breaks projects into doable steps | Challenge | 3.1 | 3.3 |
| 5. Praises people | Encourage | 3.0 | 3.3 |
| 7. Describes ideal capabilities | Inspire | 3.0 | 3.3 |
| 22. Is upbeat and positive | Inspire | 2.9 | 3.3 |
| 15. Expresses appreciation for people's contributions | Encourage | 3.3 | 3.2 |
| 18. Asks, "What can be learned?" | Challenge | 3.3 | 3.2 |
| 19. Supports decisions other people make | Enable | 3.3 | 3.2 |
| 20. Publicly recognizes commitment to shared values | Encourage | 3.3 | 3.2 |
| 25. Celebrates accomplishments | Encourage | 3.3 | 3.2 |
| 26. Talks about values and principles | Model | 3.3 | 3.2 |
| 6. Aligns people with principles and standards | Model | 2.9 | 3.2 |
| 16. Seeks feedback about impact of actions | Model | 3.6 | 3.1 |
| 30. Creatively recognizes people's contributions | Encourage | 3.6 | 3.1 |
| 12. Talks about how future could be better | Inspire | 3.3 | 3.1 |
| 17. Shows others how their interests can be realized | Inspire | 3.1 | 3.1 |
| 11. Follows through on promises | Model | 3.0 | 3.1 |
| 21. Takes actions to make sure people support common values | Model | 2.9 | 3.1 |
| 8. Helps others try out new ideas | Challenge | 2.6 | 3.1 |
| 13. Searches for innovative ways to improve | Challenge | 3.3 | 3.0 |
| 27. Communicates purpose and meaning | Inspire | 3.3 | 3.0 |
| 29. Provides leadership opportunities for others | Enable | 3.3 | 3.0 |
| 10. Demonstrates confidence in people's abilities | Encourage | 2.7 | 3.0 |
| 9. Actively listens to diverse viewpoints | Enable | 2.4 | 3.0 |

LEAST FREQUENT

Percentile Ranking

The more than 110,000 students who make up the Student LPI 360 database range in age from their early teens through late twenties, are involved in all types of student organizations, and come from all over the globe. This page compares the responses of the group, the Self and Observer respondents, on the Student LPI 360.

The horizontal lines at the 30th and 70th percentiles divide the graph into three segments, roughly approximating a "normal or bell-shaped distribution" of responses. Comparing where the group score on each leadership Practice lines up with the percentiles on the vertical axis, gives you an approximation for how frequently the group engages in this leadership Practice in relationship to all the other students who have completed the Student LPI 360. For example, if the group score for Model the Way is at the 55th percentile, this means that 45 percent of all the students who have completed the Student LPI 360 have rated themselves as responding more frequently than this group has on this leadership Practice; or, alternatively, that 55 percent of the students who have completed the Student LPI 360 have rated themselves as responding at or below this level of frequency in this leadership Practice. Similarly, if the score from the Observers is at the 35th percentile, this means that this group views the use of this leadership Practice at the same level of frequency as do 35 percent of all respondents, or below the level of frequency of 65 percent of those who have completed the Student LPI 360.

